



Information for Applicants for the Position of SUPERINTENDENT SALINAS UNION HIGH SCHOOL DISTRICT

THE POSITION

The Board of Education of the Salinas Union High School District invites highly qualified educational leaders to apply for the position of District Superintendent. The Board welcomes a diverse group of candidates.

PROFESSIONAL PROFILE

The Salinas Union High School District seeks a superintendent who:

- Leads by example, demonstrating strong leadership skills, accountability, and a commitment to continuous improvement
- Has broad experience in education, from classroom teaching to administration, with a focus on school climate, safety, and serving diverse communities
- Has a proven track record in driving equity initiatives and improving outcomes for all students
- Is collaborative; values input from various education partners, and fosters a team-oriented work culture
- Engages with the community, builds relationships, and is visible in community events
- Is culturally competent and understands and values the diversity of the community
- Is innovative and growth-oriented
- Has a proven ability to build and maintain effective working relationships with various education partners, including labor partners, parents and the community
- Has a clear vision for the district and can creatively implement district improvements
- Holds themselves and others accountable for their actions and decisions
- Is a strategic thinker, open to new ideas and forward-thinking about pathways for students
- Communicates effectively both internally and externally, and ensures that all voices are heard and valued
- Demonstrates and models a customer service approach

PERSONAL PROFILE

The Salinas Union High School District seeks a superintendent who:

- Values transparency, honesty, and integrity, and is committed to being truthful and open
- Exhibits a strong work ethic, integrity, and a commitment to accountability in all aspects of leadership
- Is approachable, genuinely listens to concerns, and engages with all members of the community
- Has a willingness to understand and adapt to the district's existing systems, while being open to new ideas and practices
- Values, acknowledges and supports the hard work of all staff members
- Will build the leadership capacity at all levels in the district

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Master's degree or higher with a record of continuous learning
- An educator with secondary experience in California
- A strong fiscal background and understanding of the budget
- A record of focusing on students and improving achievement in a diverse community
- Experience as a teacher, principal and as a central office administrator
- Bilingual candidates are invited to apply

SELECTION PROCESS

The Board of Education has retained consultants Jacki Horejs, Ed.D. and Blanca G. Cavazos Ed.D. of Leadership Associates to recruit qualified candidates. The consultants will screen applications and recommend candidates to the Board for interviews and further consideration. The Board will have the opportunity to review all applications submitted. Any contact with board members, in an attempt to influence the selection process, will be considered a breach of professional ethics. Finalists will have an opportunity to familiarize themselves with the community and schools. Board members reserve the right to visit the District and communities of a candidate prior to a final decision.

SALARY AND CONTRACT

The salary will be competitive and based upon qualifications and experience. This approximate salary range is \$255,000 - \$295,000.

APPLICATION REQUIREMENTS

To be considered, the candidate must provide:

- A letter of introduction
- A fully completed application form
- A resume
- Three current letters of recommendation (within the past twelve months)
- Verification of degrees and credentials (finalists only)

All materials will be acknowledged and treated confidentially

THE DISTRICT AND COMMUNITY

The Salinas Union High School District (SUHSD) is one of the largest high school districts in Northern California currently serving over 16,000 students in grades 7 to 12 at twelve school sites and another 2,000 adult students at the adult education center. The district consists of five comprehensive high schools, four middle schools, one independent study school, one alternative high school, ROP Center, and an Adult School.

The SUHSD serves a diverse student body and provides equitable access to a comprehensive program with a wide array of services, activities, and enrichments to support student success. The SUHSD boasts rigorous academic and career technical programs geared at preparing all students to graduate with the skills necessary to be successful in an ever-changing society.

THE BOARD OF EDUCATION

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The Salinas Union High School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Salinas Union High School District Superintendent position, please visit <http://www.leadershipassociates.org/active-searches/> and select the listing for this position.

Applications must be completed and returned via email by 5:00 p.m. on August 16, 2024

Consultants: Jacki Horejs, Ed.D., and Blanca Cavazos, Ed.D.

Leadership Associates

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For general information, contact:

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